

IEATP II: Evaluation of Administrators



Module 8
Continuing the Journey
With Jim, Glenn and Jan
April 14, 2010



Outcomes for Participants

- ▶ **Demonstrate knowledge of the Iowa Standards for School Leaders, including criteria and descriptors.**
- ▶ **Practice coaching skills, including supportive/facilitative, directive/instructional, and collaborative.**
- ▶ **Evaluate an administrator, providing appropriate feedback and support.**
- ▶ **Develop an individual administrative professional development plan in collaboration with an administrator.**

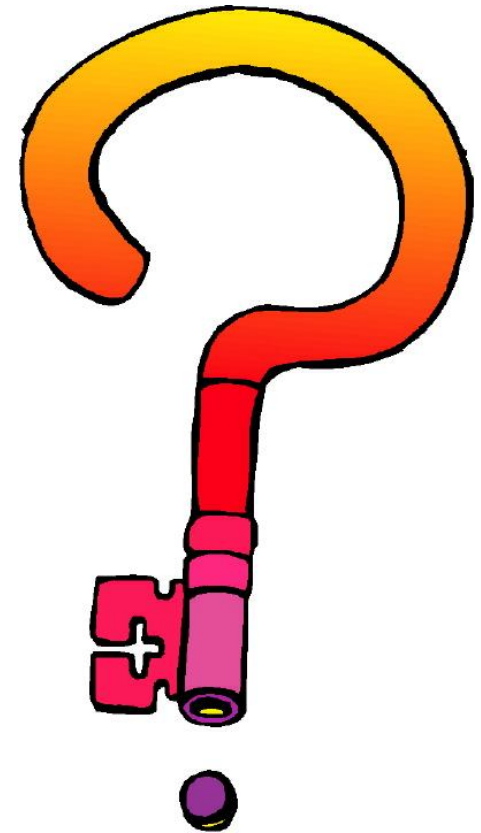




Essential Question

This morning's work strives to answer the question:

“What lessons have we learned?”





Bell Ringer: 3-2-1

- ▶ What are 3 key learnings you have had from modules 1-7?
- ▶ What are 2 things you learned from creating your evaluation DVD?
- ▶ What is 1 question you still have about quality evaluation of administrators and/or teachers and your future needs?



Outcomes for Module 8:

- ▶ By the end of Module 8, participants will be able to:
 - ▶ Reflect and receive feedback on their evaluation DVD.
 - ▶ Identify the “system” of evaluation and specific things they can do in their districts to ensure an ongoing process of evaluation and accountability within the system.
 - ▶ Identify needs and supports that would help ensure ongoing application of effective evaluation.



DVD Viewing and Feedback

- ▶ Use the “Modified Tuning Protocol” to view and give feedback on your evaluation conferences/professional development plans.
- ▶ Groups of three will be identified for this process. Each member of the group will take turns in being the presenter with the other two members assuming the roles of responders.

View the DVDs



Please Give Your Attention to the Facilitators





Processing the Conferences and Overall Training with Partners

Task – Groups of 5-6 with individuals you did NOT work with for the DVD activity. You will be in this group for the remainder of the session.

Discuss –

- » *What was helpful in the activity?*
- » *What would have made it even more helpful?*
- » *How can I replicate this process back in my district?*



Process....

STEP ONE

- ☐ Spend some INDIVIDUAL quiet time completing “Module 8: Overall Training Feedback”. Five minutes will be allowed. This form will be collected.

STEP TWO

- ☐ Spend INDIVIDUAL QUIET TIME answering on post-it's the SIX questions posed on the charts. Remember to number your post-it!
- ☐ In your group, identify a group facilitator to keep everyone on task. Discuss each question on the charts one at a time. Consolidate common comments on each question to single post-it note. Place post-its on appropriate chart.
- ☐ You will have 20 minutes to complete this step.



Supports After the Training

Six Questions....

1. What did you discover about yourself as an evaluator of the Iowa Leadership Standards?
2. What is the one key learning that you see yourself continuing on an ongoing basis?
3. How has your system of evaluating administrators changed?
4. What is something that you wish this course of 8 Modules would have included, but did not?
5. Do you wish for more opportunities to collaborate with others on the Iowa Leadership Standards and evaluation systems? Ideas?
6. What are outcomes you would like to experience for EVALUATOR APPROVAL 3?



Leadership Responsibilities Re-visited

- ▶ Implications for you as system leaders
 - ▶ Six Responsibilities and Leadership Standards - Connecting them to application of evaluation processes
 - Goal setting process
 - Relationship with schools
 - Board alignment
 - Resource alignment
 - Monitoring and evaluation
 - Goal adoption



Ticket Out the Door

- ▶ Share around your table any last comments about the training process, wiki, goals for application after the training, thank you's.
- ▶ Complete your session reflection sheet.
- ▶ You will receive your certificate of completion in the mail from SAI.

